

WISCONSIN



DWD

Bureau of Apprenticeship Standards

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— SINCE 1911 —

APPRENTICESHIP
— WISCONSIN —

A Strategic
Advantage!

WI Apprenticeship:

Our 1911 law is nation's model

Provide
industry with
skilled labor

Provide
career
pathways for
individuals

Protect those
who enter
apprenticeship



Foundation

What is apprenticeship?

90%
On-the-Job
Learning

10%
Related
Instruction

Binding
Contractual
Agreement

Approved
By
DWD/BAS



On-the-Job Training (OJT)

Supervised, structured on-the-job training

- Provided by the sponsor
- The job is primary component of apprenticeship
- 90% of training is learned on the job
- Written standards govern the on-the-job training
- Work must be supervised by skilled journeyworker
- Minimum requirement of 2000 hours



Classroom Training

Related (classroom) Instruction

- Theoretical and technical, as required by WI law
- Primarily through Wisconsin's Technical Colleges
- Employer pays apprentice's normal wage while attending
- Apprentice pays for tuition & books
- Minimum requirement of 144 hours



Apprentice Contract

Sponsor agrees to:

- Administer program
- Pay hourly rate for on-the-job training and related instruction
- Follow state & federal apprenticeship regulations
- Form three-way contract

Minimum Requirements:

- 2000 hours On The Job Training
- 144 hours Related Instruction



Nine Employment Sectors

1. Agriculture
2. Biotechnology
3. Construction (50% of contracts)
4. Financial Services
5. Healthcare
6. Industrial
7. Information Technology
8. Utility
9. Service

**Each with unique application & selection requirements*



Innovative Apprenticeship Programs in Wisconsin

- Arborist (1st in the United States)
- Biotechnology Laboratory Support Technician
- Organic Vegetable Farm Manager
- Lubrication Technician
- Mechatronics Technician
- IT Service Desk Technician
- Software Developer
- Data Analyst
- Cyber-Security Expert
- Medical Assistant
- Pharmacy Technician
- Financial Services Professional



How Can I Become an Apprentice?

Getting started in a Registered Apprenticeship

Gaining an Industry Specific Sponsorship

- Joint (employer/union) Committee
- Non-joint (employer) Committee
- Individual (sole sponsor) Employer



Construction Industry

Entrance into the construction industry is a two-step process!

- Choose an occupational area
- Search for opportunities in your desired occupation

dwd.wisconsin.gov/apprenticeship/construction-trades.htm



Industrial/Manufacturing ~ Utilities ~ Service

Entrance into other industry occupations is a two-step process to apply for a job!

- Select an occupational area
- Search for opportunities in your desired occupation

dwd.wisconsin.gov/apprenticeship/individuals.htm#2



Benefits to the Apprentice

Attain mastery while earning a good wage

- Gain lifetime skills and abilities
- Secure comprehensive knowledge of the occupation

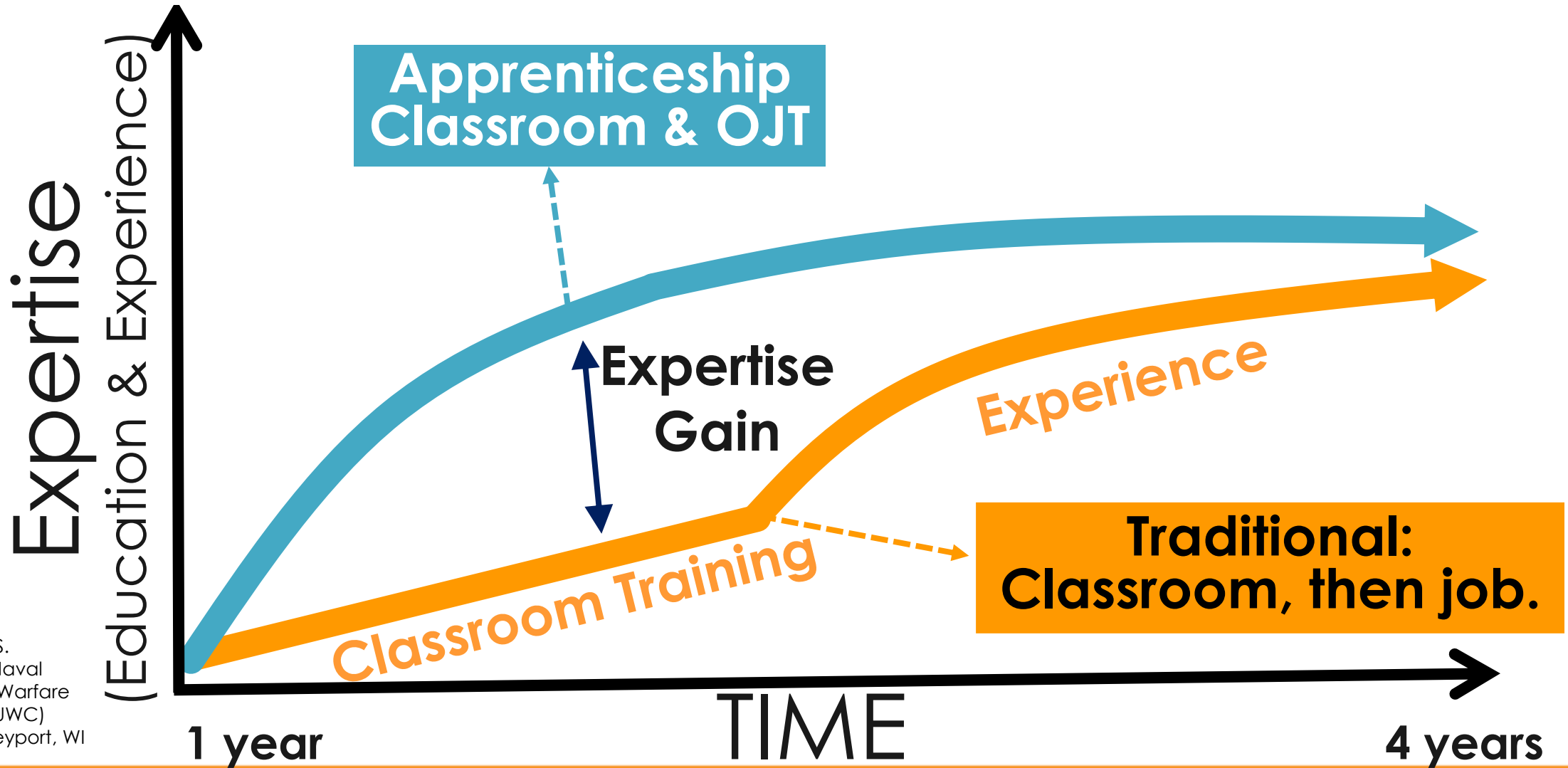
Acknowledged as a valued education

- Portable credential: spans employers & states
- Pathway to Associates Degree-JW Technical Studies
- Vets may be eligible for GI Bill benefits
- Apprenticeship Completion Aware Program-ACAP

Clear pathway to upward mobility



Expertise....Expedited



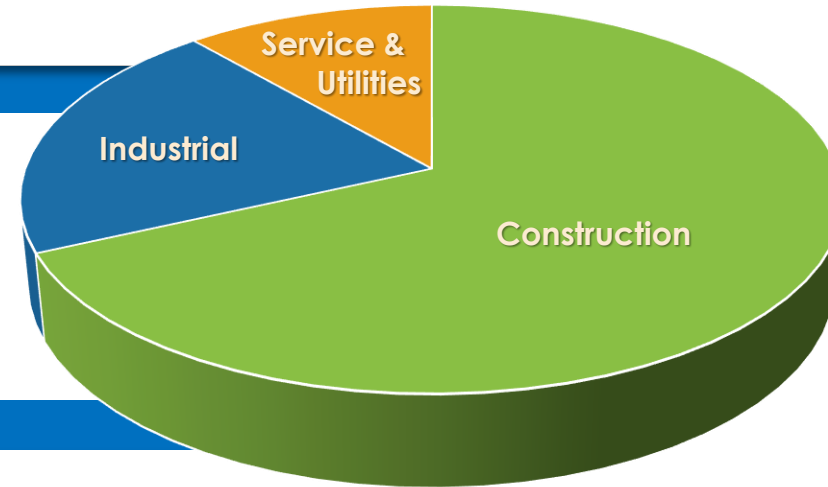
Source: U.S.
NAVSEA, Naval
Undersea Warfare
Center (NUWC)
Division, Keyport, WI



Apprenticeship by the Numbers (2019)

14,687

Active Wisconsin Apprentices



Service & Utilities

Industrial

Construction

1,031

Wisconsin Apprenticeship
Sponsors

2,836

Wisconsin Apprentice
Employers

Source: Bureau of Apprenticeship Standards program data 2019



Certified Pre-Apprenticeship:

**Building a Pipeline to
Registered Apprenticeship**



Preparing for Success

A **Certified Pre-Apprenticeship Program** is a program that prepares qualified entry-level workers for **Registered Apprenticeship** careers while contributing to the development of a diverse and skilled workforce.



Pre-Apprenticeship Requirements

- Industry-focus: Provide the skills, competencies, and support to enter a Registered Apprenticeship
- Partnership with one or more Registered Apprenticeship sponsors
- Certified by WI Apprenticeship Advisory Council



YA and Pre-Apprenticeship

Benefits of certifying your existing Youth Apprenticeship as a Pre-Apprenticeship:

- Specific link to Registered Apprenticeship Sponsors
- Eligible Training Provider List (ETPL) -WIOA
 - Sponsors gain access
 - Individuals can qualify for services
- Expedited application process
 - ya@dwd.wisconsin.gov



Brown Deer High School

Program:

Construction Course Capstone

- Construction pathway courses
- Print Reading
- Interior Systems Framing
- Skilled Trades Way
- Precision Measurement Instrument Certificate
- Resume & Interview Prep

Benefits:

- Direct link to Registered Apprenticeship-North Central States Regional Council of Carpenters (NCSRCC) upon completion
 - Additional links to related JATC's
- PRI Credit
- Additional industry-recognized certificates
 - Snap-On Precision Measurement
 - Career Connections Level 3



WI Operating Engineers

Program:

- Operating Engineers Career Exploration
- Math for the trades
- 4 courses aligned with Registered Apprenticeship:
 - Basic Equipment
 - Basic Grade
 - Basic Maintenance
 - CDL Prep

Benefits:

- Dual Enrollment with FVTC
- Ready to start Operating Engineer RA upon HS graduation
- PRI credit (+save \$ on RA courses)
- Job shadowing with area contractors



Where to learn more

WisconsinApprenticeship.org

